

# Summary of Assessment of Gender in the Security Sector

At the Federal and State Levels (Benue and Bauchi)



Norwegian Embassy



## DEDICATION



December 1995 – 14 July 2020) of blessed memory. Ms. Arotile was the first-ever female combat helicopter pilot in the Nigerian Air Force; she contributed significantly to combat operations against insecurity in the northern states of Nigeria before her untimely demise on 14th July 2020.

Ms. Arotile was an exemplary officer and a perfect representation of the heights that women can attain within security sector institutions and in peacebuilding. PWAN commiserates with her family and the Defense ministry during this trying time.

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### Disclaimer

The development and publication of the report on Gender Assessment of the security sector in Nigeria by PWAN was achieved with technical and financial support from UN Women, within the framework of the Programme on Women, Peace and Security in Nigeria, funded by the Government of Norway. The content of this publication is the sole views and opinions from the field research and can in no way be taken to reflect the views of PWAN, UN Women or the Government of Norway.

## BRIEF INTRODUCTION

In recognition of the pivotal role that women play in conflict resolution and peacebuilding, Nigeria launched its first National Action Plan (NAP) in August 2013 to domesticate the United Nations Security Council Resolution (UNSCR) 1325 adopted in 2000, which embodies a global commitment to ensuring that women and girls are more systematically and sustainably integrated into peace and security.

More than a decade after the adoption of UNSCR 1325, and subsequent domestication of it through the NAP, there is widespread concern that progress made at the normative and policy levels has not translated into significant representation of women in the nation's security sector as well as improvements in the lives of women and girls in terms of gender sensitive security provisioning.

This study evaluates the integration of gender equality measures in the security sector institutions by conducting a gender assessment of three formal security institutions – the Nigeria Police Force, Nigeria Security and Civil Defence

Corps and Nigeria Army – in Bauchi and Benue states as well as the Federal Capital Territory. The study showed that state security institutions suffer from widespread gender inequality and is therefore missing out on a key ingredient to inclusive, accountable and effective security provisioning.

Among its major findings include poor awareness of the essence and provisions of the UNSCR 1325 and NAP as critical instruments for promoting the role of women in peace and security, very low representation of women both in terms of size and position in state security institutions, and prevalence of societal factors that exacerbate marginalization of women in state security institutions.

Other findings included that institutional polices framed or adopted at the headquarters of these security institutions (federal level) tend to foster and reinforce discriminatory practices at the state level formations, the limited adoption of gender policy at institutional level and unavailability or inaccessibility of gender statistics.



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In order to improve the level of gender representation and participation in the security sector, the study recommended, among other measures, the conduction of bespoke capacity building for the personnel of these state security institutions to improve their level of awareness and appreciation of these documents.

The assertion that women should be seen and not heard, further aggravated the plight of women who were brought up to act as if they were weak, emotional, and docile - **a traditional prejudice.**

fighting gender stereotypes

Efforts to change this include fighting gender stereotypes and seeking to establish educational and professional opportunities for women that are equal to those for men.

“ There are several international and regional treaties of which Nigeria is a signatory. The most relevant is the United Nations Security Council Resolution (UNSCR) 1325 which was adopted in the year 2000. The Nigeria National Action Plan (2013-2017, 2017-2020) and various bills on the floor of the National Assembly are geared towards domesticating the main objectives of the UNSCR 1325.



## METHODOLOGY AND JUSTIFICATION

Assessment was carried out in three (3) security agencies, The Nigeria Police Force (NPF), Nigeria Security and Civil Defense Corps (NSCDC) and Nigerian Army (NA) at the Federal, and State Levels-Bauchi and Benue. The methodology employed was the use of Primary and Secondary Data. Interviews, Key Informant Interviews were conducted with members of the security institutions.



Despite the gendered impact of violent conflict, there has been a decline in women's participation in conflict management and peace processes around the world as women are "too often omitted from peace process."

### Women in peacekeeping

The NAP, which was launched in 2013 sought to promote the participation and representation of women in all peacekeeping, peace negotiations.

### Sexual harassment

women and girls have most systematically been targeted for gender-based acts of violence such as rape, forced marriages and sexual harassment.

### Poor Awareness

major findings include poor awareness of the essence 1325 and NAP as critical instruments for promoting the role of women in peace and security.

### Recruitment & Retention

With a relatively strong focus on recruitment and retention of women in the security sector and in line with the 2008 National Gender Policy, the NAP provided that **"women should form at least 35% of the military and security force in the country"** (FGN, 2013:19).

## THE NIGERIAN ARMY

The bulk of the information utilized in the Assessment for the NA is based on secondary data, KIs and discussions with some officers. ▲

The Nigerian Army is the largest of the three components of the Nigerian Armed Forces; its jurisdiction is on land. ▲



The Nigeria Army created the Nigeria Army Women Corps (NAWC) in March 2018, with the responsibility of harnessing the potentials of the female officers and soldiers as well support the operations of the Army in its engagements. Additionally, the NAWC is saddle with the duties of providing psychological operations specifically in the North East.

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The former President Goodluck Jonathan approved for the military to allow women interested in becoming Combatant Officers of the Nigerian Armed forces to be admitted into the Regular Combatant Commission of the Nigeria Defense Academy (NDA) for the first time in 2010. The first set of twenty females were first admitted into the course in 2011. It is expected that these female cadets would progress with their male counterparts and would have the same opportunities to reach the apex, Only time will tell if any of them would emerge the first female service chief.

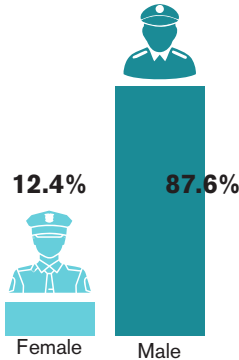
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All the commissions have limited career paths,except for the Regular Combatant Commission.(Arabinrin Betty Anyanwu Akeredolu, "The Nigerian Military and Gender Discrimination" Nov16, 2017) The Regular Combatant Commission allows for career growth and provides the opportunity to head any of the services up to the ranking of the Chief of Defense Staff.

## THE NIGERIA POLICE FORCE



As at July, 2010, the total number of the Nigeria Police Force stood at **291,094**



The duties of Women Police includes that **“women police officers shall by a general rule be employed for duties which are connected with women and children”**.

Before a woman in the Police can marry, she must have served in the Police for three years after which she will apply for permission to marry and the fiancé will be investigated.

therefore, at recruitment, **a vast number of eligible female candidates are already disqualified by virtue of their marital status**, meanwhile, no such restrictions apply to the male officers.

**The NPF is the only agency among the 3 focused agencies to have a Gender Policy** which was developed in 2010. However, it is 10years and needs a review.

Some of the contents of the Force Order have over time been phased out in practice though without any legal backup. The Force Orders have undergone revision since 2007, but till date there are no specific changes in the statutory duties of female police officers. As a result, it is possible to notice variations in recognition and practice of the provisions of Force Order 88 across state formations and depending on the personality of the Commissioner of Police.

### Force Order 88

Sub-section 88 of the Force Order states that a married woman police officer shall not be granted any special privileges by reasons of marriage and shall be subjected to posting as if she was unmarried.

# Objectives of the Nigeria Police Gender Policy



Institutionalize gender main streaming framework as a core value in the Nigeria Police Force.

To infuse into the Police Act/Regulations the principles of the United Nations (UN) Convention on the Elimination of all forms of Discrimination Against Women.



Reduce the current gender gap in the Nigeria Police Force.

Make the Force an equal opportunity employer.



Build the capacity of the Nigeria Police Force personnel to effectively handle cases of gender-based violence/violence against women.



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## Responses from Strategic Senior Officers of the NPF

### 1 What is the nature of gender representation and composition of focal Security Sector Institutions (SSIs)?

80%

of the respondents affirmed that there was an increase in the number of female officers promoted in the last promotion exercise.



60%

of respondents affirmed that the number of female officers promoted has increased since 2007

**while 40% stated that the number remained the same.**

60%

of respondents stated that women are rarely posted to operational beats/duty posts in the force; **very few female officers have held such offices.**

80%

of the respondents stated that no female officer had headed a Police Mobile Force (PMF) squadron, except the female squadron in the FHQ.

80%

stated that women are not allowed to mobilise into the conventional PMF Squadron, **20% stated otherwise.**

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there is only a slight improvement in gender representation in the composition of the Police.

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### 2 What is the status of integration of gender sensitivity within the security sector institution from 2007 till date?

80%

of respondents opined that the **Police is gender sensitive** *it provides specific welfare conditions aimed at the female officers, such as separate accommodation and rest rooms.*

60%

averted that **gender parity is taken into consideration in the deployment/posting of officers in the Nigeria Police Force.**

100%

stated that Force Order(s) and Police Acts clearly stipulate specific duties for women police *but in practice, these have been expanded; women and men do all duties now.*



80%

of respondents averred that women Police now bear arms, although there has not been a corresponding change in legislation.



100%

stated that the Police has mechanism for handling reports of domestic violence against their staff.

### 3 Are there discriminatory policies and practices that hinder the recruitment, performance and career advancement of women in the Security Sector Institutions?

100%

stated that there are equal promotion opportunities for policemen and women.

*However, the disparity in representation is traceable to fewer women that were recruited at different times.*



80%

of the respondents disagree that there are no policies precluding women from career progression

*however the poor women representation was traced to poor recruitment ratio.*



60%

of the respondents agree that the number of women promoted to the rank of AIG has increased since 2007.

100%

of respondents stated that there is increase in women police representation in foreign operations especially UN peace keeping.

*although the high women representation is because the UN specifically indicated its gender requirement.*

60%

of respondents stated that the status of women deployment to the North East is not satisfactory.

The foregoing indicates that there are perceived discriminatory policies and practices that hinder the performance and career advancement of women in the Police, rather, the push and pull factor is that the disproportionate male to female officer ratio at recruitment causes imbalance in subsequent career paths.

# THE NIGERIA SECURITY AND CIVIL DEFENCE CORPS

Participants described the NSCDC as being **gender sensitive and responsive**, as women and men are equally treated, appointment is balanced

As of the time of the field research, the corps did not have a gender advisor/ gender focal person. The corps recently appointed a gender desk officer in March 2020.

The NSCDC has no specific codified policy on gender, however, the corps since its inception, had been most accommodating and considerate of women in terms of recruitment, and posting.

## Key Notes

1

**No woman has ever risen to the rank of Commandant General**, but few have risen to Assistant Commandant Generals of the corps.

As at July 2020, the corps currently has 2 women as ACG; 1 in charge of oversight on private guard companies, and another in charge of the technical directorate. 3 women are currently state commandants (Bayelsa, Gombe and College of Security Management, Ogun state). The Focused Group Discussions revealed that there are no discriminatory enlistment embargos in the corps, both men and women are given equal conditions.

2

Findings revealed that at inception, **there were more female officers than males.**

3

...however, since the approval to bear arms was granted to the Corps and its duties expanded, **conscious efforts are being made to recruit more males than the females.**

## Basic duties of **Nigeria Security and Civil Defence Corps**



Assist in the maintenance of peace and order and in the protection and rescuing of the civil population during the period of emergency.

Recommend to the Minister the registration of private guard companies, from time to time.



Inspect the premises of private guard companies, their training facilities and approve same if it is up to standard.

Have power to arrest with or without a warrant , detain , investigate and institute legal proceedings.



## HIGHLIGHTS OF KEY/MAJOR FINDINGS



Despite the international, regional and national frameworks notably, the UNSCR - 1325 and the National Action Plan, there is no political will on the part of the government and heads of the SSIs to consolidate same, neither is there a system for sustainability through adoption of actionable gender mainstreaming policies

Most officers are ignorant of the provisions and focus of the UNSCR 1325 as well as the National Action Plan on Women, Peace and Security (2017-2020).



Although there has been a slight improvement in gender mainstreaming across the key security institutions since 2007, present practices are replete with loopholes which are still exploited to maintain the status quo.

For the period under review, there has not been any female appointed to head these institutions.



Gender inclusion seems dependent on the discretion of the heads of the SSIs, the institutionalization of gender mainstreaming has been the bane of inequalities in the sector.

## RECOMMENDATIONS

The following recommendations are hereby tendered:

- 1** All SSIs to review recruitment policies to reflect adoption of the 35% Affirmative Action Plan, to ensure that the ratio of men to women is balanced from recruitment stage.
- 2** The supervising ministries of the SSIs viz: The Ministry of Defence, Ministry of Police Affairs, Ministry of Interior and the Police Service Commission (PSC) to ensure that the three SSIs fully comply with the provisions for gender mainstreaming in the National Action Plan, Women, Peace and Security.
- 3** The Nigerian Army and the Nigerian Security and Civil Defence Corps to consolidate all their existing gender plans into binding gender policies to ensure gender mainstreaming.
- 4** The UN Entity for Gender Equality and the Empowerment of Women (UN Women) to meet with the Police leadership to determine how the review of the gender policy can be fast tracked and finally adopted.
- 5** The leadership of the SSIs to convene a team to review the provisions of their conditions of service with a view to isolating all discriminatory practices that should be expunged.

Rule of Law and Empowerment Initiative known as Partners West Africa Nigeria (PWAN) is a non-governmental organization working towards enhancing citizens' participation and improving security governance in Nigeria and West Africa broadly. We are located in Abuja, Nigeria's capital and have field offices in the North East-Borno and North-West-Kano and other with national and regional reach.

**MISSION:** Our organization is dedicated to enhancing citizens participation and improving governance and security in Nigeria and West Africa.

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